

# ENTRY LEVEL FIREFIGHTER SELECTION PROCESS

## MEMPHIS FIRE DEPARTMENT

### STEP 1 - APPLICATION

- Application must be completed and turned in an accurate manner with all supporting documentation.

### STEP 2 - WRITTEN EXAM

- These tests measure reading ability and other important abilities needed to be a successful firefighter. One does not need previous fire service experience to successfully complete these tests.

### STEP 3 - STRUCTURED ORAL PROCESS

- Candidates are asked to orally respond to scenarios that are designed to elicit dimension linked behaviors important for fire service.

### STEP 4 - BACKGROUND INVESTIGATION/CPS INTERVIEW

- The background investigation/CPS interview includes checks of employment, criminal history, education, personal references, and military records. The CPS interview consists of a taped interview evaluated by a panel of Department and/or Human Resource members.

### STEP 5 - CANDIDATE PHYSICAL ABILITY TEST (CPAT)

- The Candidate Physical Ability Test is a practical exam used to test a candidate's physical ability to perform a job task related to firefighting. Click [here](#) to learn more about the CPAT.

### STEP 6 - CONDITIONAL APPROVAL

- Candidates' files are reviewed and employment is approved on the condition that the remaining tests are passed.

### STEP 7 - PSYCHOLOGICAL AND MEDICAL APPROVAL

- The psychological evaluation consists of an individual oral interview and evaluation process conducted by a psychologist on factors related to successful performance in the difficult and stressful job of a police officer. The medical evaluation is thorough to assess candidate's health.

### STEP 8 - FINAL APPROVAL

## **Candidate Physical Ability Test**

The Candidate Physical Ability Test is a practical exam used to test a candidate's physical ability to perform a job task related to firefighting. CPAT is a physically demanding test that requires a candidate to use his or her physical, mental abilities and, in some cases, balance.

The CPAT is a timed pass/fail test that consists of eight separate events that must be completed in 10 minutes 20 seconds:

- Stair Climb
- Hose Drag
- Equipment Carry
- Ladder Raise & Extension
- Forcible Entry
- Search
- Rescue
- Ceiling Breach & Pull

The dress code is strictly enforced for safety. The CPAT dress code for the Orientation, Practice Sessions and Test is: Long pants (no shorts), T-shirt or sweatshirt, footwear with no open heel or toe, and no loose or restrictive jewelry. Candidates must be in proper CPAT attire before being allowed to participate in the orientation, practice sessions and test.